



DEPARTMENT OF THE ARMY
HEADQUARTERS 15TH SIGNAL BRIGADE
FORT GORDON, GEORGIA 30905-5729

REPLY TO
ATTENTION OF:

ATZH-TB

2 March 2007

MEMORANDUM FOR SEE DISTRIBUTION

SUBJECT: Policy Memorandum # 6 - Brigade Retention Program

1. The Army Retention Program is one of the Army's top priorities. Commanders must meet retention missions and place special emphasis on retaining and sustaining our All-Volunteer Force. Historically, we have proven that strong command involvement is the key to our success.
2. The Army Career Counseling program is an ongoing function that begins the day a Soldier enters the Army and continues throughout the Soldier's Army career. Career Counseling is an integrated effort between Commanders, Officers, NCOs, and Army Career Counselors.
3. All qualified Soldiers will be encouraged to reenlist. Soldiers will be counseled regarding their plans for obtaining their future professional and personal goals. Reenlistment interviews are required to be conducted with all Soldiers in the rank of SSG and below, except for those who are on indefinite status, IAW Appendix C, Table C-1, of AR 601-280. Soldiers will be advised of the different reenlistment incentives and options for which they are qualified to receive. Those qualified Soldiers who desire to separate will be advised of Reserve Component opportunities, and enlisted or transferred to a reserve component if possible. Soldiers who reenlist within their reenlistment window will receive a three day-pass signed by their unit commanders on behalf of the Commanding General. Commanders must continue to support the Hometown Recruiting Assistance Program (HRAP) by showcasing their finest Soldiers in their hometowns.
4. Commanders will mentor outstanding Soldiers for Warrant Officer, Officer Candidate School and the Green to Gold Program. Each battalion is encouraged to commission at least two officers annually.
5. Commands that achieve or exceed 100% of their mission assigned will be recognized quarterly and at the end of the fiscal year.

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6. Adaptation to this new and evolving operating environment is challenging. Winning the Long War is no small task; it will take our full attention and commitment. Retention is leaders' business and is an essential part of accomplishing the Army's mission. By meeting our Retention goals, we not only keep the best Soldiers in the Brigade, but we continue to support the Army's overall Readiness.

A handwritten signature in black ink, appearing to read 'Frank G. Penha', with a stylized flourish at the end.

FRANK G. PENHA
COL, SC
Commanding

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